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ABSTRACT

Minnesota's Youthbuild program helps at-risk youths gain useful job skills while building safe, affordable housing in their neighborhoods and working toward their high school diploma or General Educational Development (GED) certificate. In 1999, the Minnesota Legislature appropriated 751,000 dollars per year in Youthbuild funds. The program demonstrates substantial leveraging of matching funds through its coordination with local community, housing, educational, and law enforcement agencies; unions; technical schools; and court services. Youthbuild's quality and compliance with state statutes and labor laws are ensured through regular site visits by representatives of Minnesota's Department of Economic Security. Because it targets youths involved with the criminal justice system and gangs, Youthbuild is not just an excellent school-to-work transition model but also a model program for restorative justice. In 1999, Youthbuild served 399 young people who constructed or renovated 530 units of affordable housing. According to follow-up data collected over 5 years, 70 percent of Youthbuild participants eventually obtained their high school diploma or GED certificate. Participants also improved their leadership skills and self-esteem and reduced their negative attitudes and behaviors regarding school, work, and social interactions. (Case studies of 12 Youthbuild sites throughout Minnesota and a table detailing participants' characteristics and outcomes are included.) (MN)

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1999 MINNESOTA

YOUTHBUILD

PROGRAM OVERVIEW

Prepared by the Minnesota Department of Economic Security
Workforce Services Branch/Office of Youth Development
January 2000

In Accordance with Minnesota Statutes 268.361 to 268.367

CE 040 663

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The Minnesota Youthbuild Program demonstrates a commitment to Minnesota's at-risk youth and their communities by helping young people rebuild their neighborhoods and take charge of their lives.

The program enables young people to gain useful job skills while working toward their high school diploma or GED, play a respected role in their communities, and build the most essential commodity needed by their families and neighbors: safe, affordable housing.

Funding and Quality Standards

In 1999, the Minnesota Legislature appropriated $751,000 per year in Youthbuild funds to the Department of Economic Security which awarded grants to Bi-County CAP (Bemidji), The City, Inc. (Minneapolis), Carver-Scott Educational Cooperative (Chaska), Summit Academy OIC (Minneapolis), City Academy (St. Paul), Rural Minnesota CEP, Inc. (Detroit Lakes), Central MN Jobs and Training Services (Monticello), Arrowhead Economic Opportunity Agency (Virginia), Guadalupe Alternative Programs (St. Paul), Project for Pride in Living (Minneapolis), Stearns-Benton Employment and Training Council (St. Cloud), and Southeastern Minnesota Private Industry Council (Rochester).

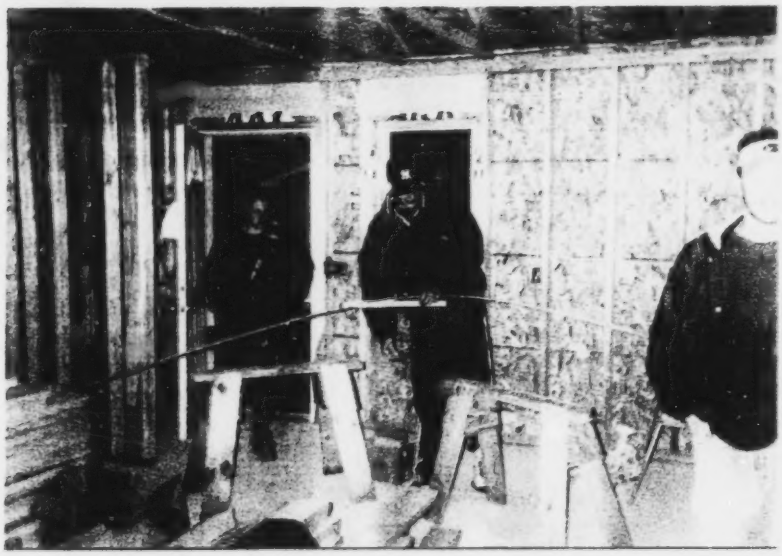
"By working with other volunteers, YouthBuild kids learn good work ethics and that good things can happen to them."

-Oscar Overcash, Willmar Youthbuild supervisor

In addition, the Minnesota Legislature appropriated $200,000 over the next two years to establish the Youthbuild Technical Program (Youthbuild Tech). From these funds, the Department of Economic Security awarded grants to Central MN Jobs and Training Services, Guadalupe Alternative Programs, and Summit Academy OIC.

The program demonstrates substantial leveraging of matching funds through its coordination with local community, housing, and educational agencies, law enforcement agencies, unions, technical schools, and court services. Matching funds leveraged for the program totalled over $3 million in 1999.

To ensure quality standards and compliance with state statutes and labor laws, representatives of the Department of Economic Security make regular site visits to monitor the programs and provide technical assistance.



Crime Prevention Focus

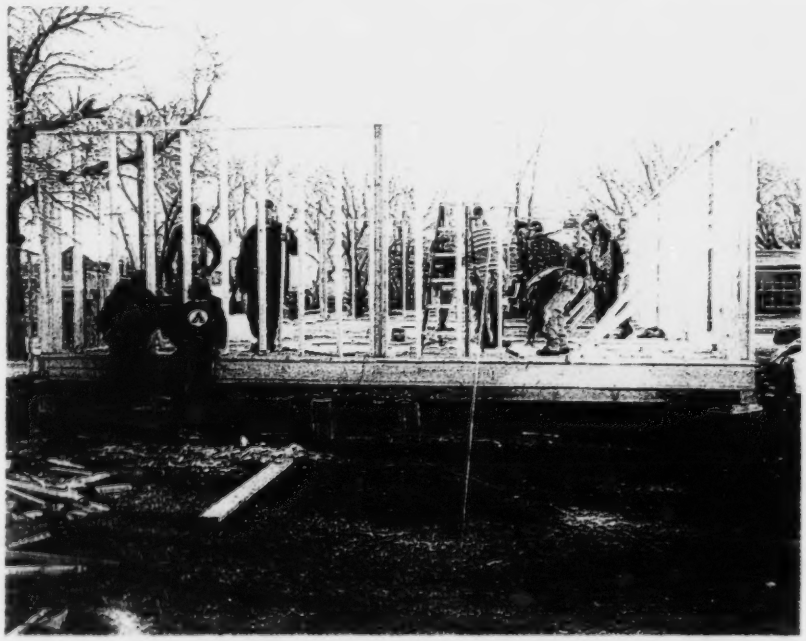
Minnesota Youthbuild is a model program for restorative justice, specifically targeting youth involved with the criminal justice system and those involved in gangs. Over sixty percent of program participants have previously been involved with the criminal justice system or gangs and over 50 Youthbuild participants provided restitution to crime victims through various linkages with local courts and the Department of Corrections. Of the 267 Youthbuilders with juvenile justice involvement, less than 5% have re-offended this year.

School to Work Transition Model

The Minnesota Youthbuild Program is also an excellent school-to-work transition model. In recent years, the Youthbuild Program has been designated as a model work-based learning program and has been recognized at several state and national training sessions regarding reform of government programs. Moreover, the program targets youth who have the most difficulty in making the transition from school to work, high risk dropouts and youth offenders. By providing an alternative high school education and technical skills training in the highly skilled field of construction carpentry, the program enables participants to gain the necessary education and skills to transition successfully from school to a job or post secondary training. In addition, the program provides opportunities in post secondary options, career counseling, job mentoring, and work maturity skills training to assist youth in the transition from school to work.

Community Service Focus

Youth service and community involvement are key components of the Minnesota Youthbuild Program. Community service activities build citizenship skills in youth, enhance self esteem and respect, and provide participants with opportunities to give back to their communities. Meaningful and necessary community service is accomplished through various service projects across the state. Projects this year included graffiti removal and neighborhood beautification, yard work and snow shoveling for elderly and disabled neighbors, assistance at food shelves, and construction of a playground for a local school.



Program Description

The Minnesota Youthbuild Program served 399 young people in 1999. Five-hundred and thirty (530) units of affordable housing were constructed or renovated, affecting over 2,000 low income and homeless persons during the past year. All youth participants were 16 to 24, economically disadvantaged or eligible for the High School Graduation Incentives Program, and had previously dropped out or were at risk of dropping out of school. Over half of the participants were youth of color. Of the youth served in 1999, approximately 90% had left or been expelled from traditional school, 67% have had previous involvement with the juvenile justice system, a third were recovering chemically dependent, about half were emotional/behavioral or learning disabled, half were receiving public assistance, and 90% were economically disadvantaged. The estimated program cost was $2,200 per participant.

The Youthbuild Tech Program was established with the understanding that not all Youthbuild participants will pursue careers in construction or construction-related work. Youthbuild Tech aims to integrate computer and technology skill development into current Youthbuild programs and enhance current program components. The three Youthbuild Tech programs implemented in the fall of 1999 will include core computer classes and job-specific education to provide participants with the knowledge and skills necessary to obtain entry-level jobs in the computer industry.

"I have become a leader in the Youthbuild Policy Council and have really improved my communication skills. I have learned how to get my point across without offending people. I know how to lead people to their goals or show them the path by being an example."

- Jewel Walker

Program Objectives

(1) Increase education and basic skills of at-risk youth:
- Improve basic academic performance and school attendance
- Increase high school and GED graduation rates
- Increase enrollment in post-secondary institutions

(2) Increase the employability skills of at-risk youth:
- Increase job readiness and work maturity skills
- Increase construction job skills for hard to employ youth
- Increase job placement in the building trades/related fields

(3) Provide leadership opportunities for at-risk youth:
- Develop self-esteem, respect, and personal empowerment
- Enhance citizenship, problem solving, and negotiating skills
- Develop peer mentoring in youth
- Reduce juvenile crime and other negative behaviors

(4) Increase affordable housing in Minnesota:
- Increase affordable housing for homeless, battered, and poor families or individuals
- Rebuild deteriorating communities and neighborhoods

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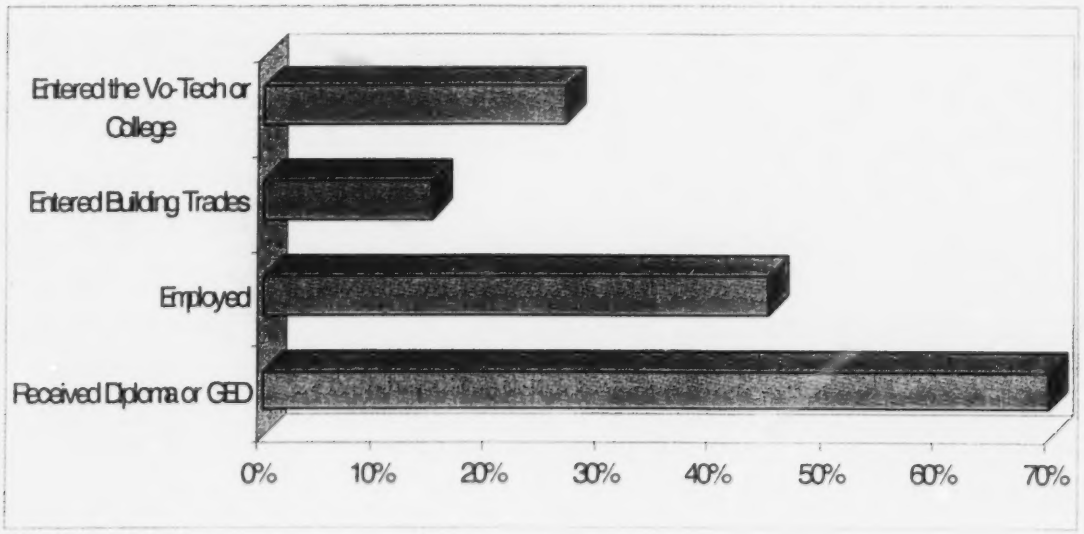
Program Outcomes

Follow up data collected over the past five years indicates that 70 percent of the participants went on to obtain their high school diploma or GED. A quarter went on to technical and vocational schools, colleges, and other post secondary institutions. Upon completion of the program, 45 percent of program participants were employed at an average starting wage of $8.20 an hour.

Participants also gained increased skills in leadership development, self-esteem, and reduction in negative behaviors and attitudes regarding work, school, and social interactions. In addition, approximately 40,000 community service hours were logged by Youthbuild participants outside of their work on the construction site during the past year.

Long Term Outcomes of Youthbuild Participants



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BI-COUNTY COMMUNITY ACTION PROGRAMS (BI-CAP)
BEMIDJI, MN

Bi-County CAP, Inc., a private nonprofit corporation serving Beltrami and Cass counties, operates the Minnesota Youthbuild Program in collaboration with Rural MN CEP and Cass Lake Area Learning Center. In the past, the project has leveraged $612,600 in private, public, and nonprofit funds to match the $75,000 one year grant it received from the Department of Economic Security.

EDUCATION

Each student spends approximately 32 hours every two weeks in the classroom receiving individualized instruction in Math, English, science, social studies, health/physical education, independent living, and World of Work training. This year, students took field trips to area businesses, including the Bemidji Pioneer newspaper, Beltrami County Government buildings, Bemidji Aviation, Norwest Bank, and Bemidji State University. Workshops on sexual assault, first aid and CPR, chemical dependency, housing, HIV/AIDS, budgeting, legal issues, and independent business ownership were presented, among others. In addition, seven former Youthbuilders took advantage of education opportunties at Bemidji State University and Northwest Technical College.

WORK EXPERIENCE

The work experience component is two-tiered. Tier One involves construction classroom training and World of Work seminars emphasizing job readiness skills. Tier Two provides elective credits for work experience in the building trades industry. Two certified instructors supervise crews of youth. Participants are paid $5.15 an hour for 32 hours a week of on-site work experience, leadership activities, and academic instruction. Youth receive a $.25/hour raise after six months of participation.

LEADERSHIP

In 1999, participants made presentations at the MN Association of Alternative Programs Conference in Brainerd and Project 120 at the capitol. They also participated on the Youthbuild Policy Committee, and were the main presenters at the week long orientation for new Youthbuilders. Community service projects this year included snow shoveling and yard work for elderly, disabled, and low income homeowners, assistance at the food shelf and Headwater Science Center, and highway cleanup. During the summer, participants completed an overnight canoe trip. BiCAP Youthbuild was also involved in the YouthBuild USA 20th Anniversary Celebration in New York and the Welfare to Work Conference in Atlanta. In addition, a program participant was elected to represent the state of Minnesota on the National Youth Council, and a past participant was accepted for a Peer TA position at YouthBuild USA.

HOUSING

During 1999, participants completed a Head Start building in Walker and rehabilitated three transitional housing units. They have also begun work on a Head Start building in Backus and a single family home for a low-income buyer.

THE CITY INC.
MINNEAPOLIS, MN

"Pride in the City" Youthbuild Program in Minneapolis is a collaborative effort between The City, Inc., a nonprofit youth service agency, and Project for Pride in Living. The project leveraged approximately $55,000 of private, public, and in-kind funds to match the $55,000 one year grant it received from the Department of Economic Security.

EDUCATION

Each student enrolled in The City School, an accredited alternative learning center, spends half of each day in classroom instruction. Teacher-student ratios of 1 to 6 allow for individualized instruction year round. The curriculum emphasizes basic skill acquisition in math, English, problem solving, leadership development and a community building mission. Job search skills and college and career planning are also emphasized. Field trips to various sites, including Dunwoody Institute, the University of Minnesota, and St. Thomas University, encourage interest in the building trades and retention in the Youthbuild program.

WORK EXPERIENCE

Under the supervision of a journeyman carpenter, participants spend half of each day learning with appropriate tools and gaining a basic understanding of physical structures and housing construction. In 1999, participants acquired experience in a variety of areas relating to carpentry, including cabinet construction, taping, shingling, staining, framing, blocking, and blue print reading. Students also learned to utilize surveying and design skills and had opportunties to work with tiering strips, footings, concrete rebar trusses, and sheer panels. For their work experience, participants are eligible for elective credit and a stipend based on attendance.

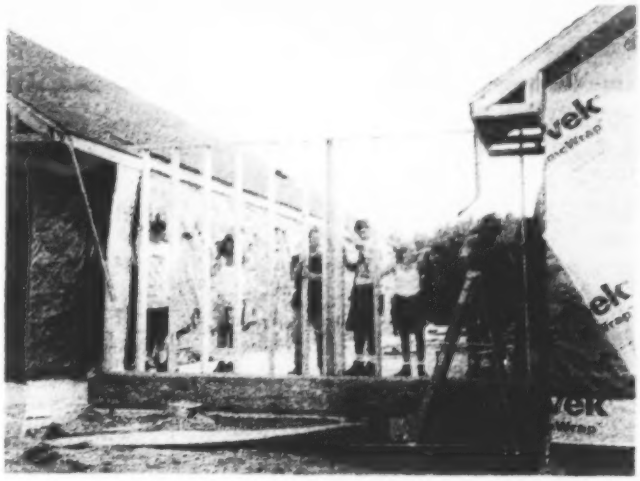
LEADERSHIP

As teacher assistants and mentors to younger students at Longfellow Middle School, Youthbuilders helped to teach reading and writing skills and assisted students with homework assisgnments. Longfellow staff reported that the Youthbuild students were among their best assistants and mentors and asked them to continue the program next year. Youthbuilders also lead the student board and The City, Inc. They have held fundraisers to finance trips to other states and played an active role in The City, Inc. pow-wow.

HOUSING

In 1999, Youthbuilders worked on the construction of a new duplex for the transitional housing program coordinated by St. Joseph's Hope. They constructed interior finishing work for a Habitat for Humanity project site and constructed several garages, fences, a porch and an entryway at other sites.

CARVER-SCOTT EDUCATIONAL COOPERATIVE
CHASKA, MN



Carver-Scott Educational Cooperative collaborates extensively with the Scott County HRA, Carver County HRA, Scott-Carver-Dakota Community Action Agency, the Carver-Scott Affordable Housing Coalition, and the Scott and Carver Employment and Training Programs. The program has typically been involved with new construction and renovation of homes used by the Tranisitonal Housing Program for victims of domestic violence.

EDUCATION

The educational curriculum emphasizes applied learning in areas such as math, reading, and writing. In addition, social topics such as responsible citizenship and housing needs are covered in program activities. Training, speakers, and field trips covered topics of conflict resolution, problem solving, homelessness, self sufficiency, budgeting and life skills. Career development activities included field trips to local technical colleges and Normandale Community College.

WORK EXPERIENCE

A certified vocational instructor provides specific construction skills training to youth on the work site. Youth are involved from start to finish on each construction project, enabling them to develop a wide range of skills. Each participant also receives job readiness training covering topics such as interviewing, developing a resume, completing a job application, career opportunities, and the importance of good work habits. Participants earn minimum wage during the summer, with the possibility of earning a bonus of up to $1.00 per hour based on attendance. Participants also may receive post-secondary vocational credit which is accepted at Hennepin Technical College.

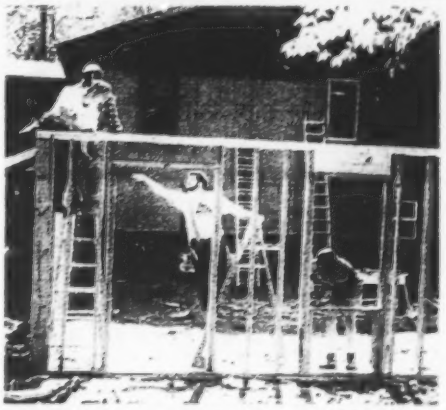
LEADERSHIP

Carver-Scott Educational Cooperative has recently been named the "Lead School" in Minesota for its pioneering efforts to involve all styles of learners in service-learning projects. The program places a strong emphasis on the ways youth can strengthen a community through service. Youthbuild participants assist in the interviewing process for YouthWorks and Youthbuild, and serve as peer mentors during the summer program. Past participants have testified at legislative hearings and participated in service-learning training and workshops for teachers.

HOUSING

During 1999, participants completed the conversion of an industrial building into the East Creek Family Center in Carver county and began the conversion of Central Elementary School in Shakopee to the Scott Family Center. They also helped renovate transitional housing units and weatherized approximately 12 homes in the two-county area.

SUMMIT ACADEMY OIC
MINNEAPOLIS



The Summit Academy Youthbuild program teamed with Habitat for Humanity, Project for Pride in Living, Southside Neighborhood Housing, Harrison Initiative, Green Chair Workshop, Neighborhood Youth Corps, and the Central, Phillips, Hawthorne, and Harrison Neighborhood Associations to rehabilitate, repair, and clean several neighborhood homes in 1999. Donations of funding and materials from private, public, and foundation sources totaled over $200,000.

EDUCATION

Youthbuild students obtained hands-on training from journeyman carpenters by building a mini home in the shop and then continuing the learning process in the field. Students obtain their diploma or GED through the Lehman Center or with the help of an in-house GED teacher. In 1999, thirty students graduated from Youthbuild: two earned high school diplomas, and eight earned GEDs. Youth also attended workshops and field trips on topics including home buying, financial management, career planning, job search skills, labor unions, crime prevention, first aid, and health and drug education.

WORK EXPERIENCE

Groups of Youthbuilders worked on various projects throughout the year. They learned masonry, sheet rocking, painting, insulation, roofing, framing, finishing, rough carpentry, and home repair. Each workday began with "After Action Reviews," in which the youth reviewed the work of the previous day, planned for the current workday, and set or reviewed a future goal. After a brief physical activity to prepare for the day's work, students and trainers disbursed to their assigned construction sites. Students were paid a stipend of $150 per week based on attendance.

LEADERSHIP

Community service projects in 1999 included painting three homes and building a playground for a local school. Youth also spent many hours in the Bryant, Central, and Phillips Neighborhoods removing graffiti, brush, and debris to beautify the community. All Summit Academy Youthbuilders participated on their own Policy Committee. They elected officers, held regular meetings, and presented ideas for discipline, daily chore assignments, orientation, student retention, awards, reviews, and workshops.

HOUSING

Youthbuilders applied their skills to renovating a Neighborhood Early Learning Center and the buildings and playgrounds of two Pillsbury Neighborhood Services daycare facilities. They also created three workstations at the Urban League and rehabilitated a house that sold for $88,000. Through the HOPS Program, youth performed maintenance and repair work on forty-four homes of low income and under privileged families. They have now begun building a YWCA facility in partnership with Kraus Anderson.

YOUTHBUILD TECH

The Youthbuild Tech component of the program aims to provide students with the knowledge and skills necessary to obtain a job as a help desk analyst, hardware technician, or HTML development assistant. The curriculum provides basic computing skills as well as the knowledge base needed for these specific jobs. Summit Academy OIC has worked closely with the Total Solutions Group (TSG) to develop and implement the Youthbuild Tech project. TSG will continue to provide program support as well as a valuable link to potential internship and job placement sites in the computer industry.

CITY ACADEMY
SAINT PAUL, MN

City Academy, the nation's first charter school, operates the Youthbuild Program in collaboration with Northern States Power Company (NSP), the City of St. Paul Planning and Economic Development Agency, the East Side Neighborhood Community Development Corporation (ESNDC), and Habitat for Humanity. The project leveraged approximately $500,000 of private, public, and in-kind funds to match the $70,000 one year grant it received from the Department of Economic Security.

EDUCATION

City Academy students spend 30 hours a week in the classroom with teacher-student ratios of 1 to 5. Internships with NSP and the City of St. Paul provide students with hands-on learning in the business world. The curriculum includes all facets of the construction industry: market research, site selection, negotiations with city agencies, financing, mortgage underwriting, marketing processes and property management techniques. Four new applied academic courses were incorporated into the curriculum: blue print reading, drafting for the homeowner, Business Law, and Architectual Math.

WORK EXPERIENCE

A construction trades specialist provides construction skills training to participants approximately 15 hours a week at the worksite. In addition, participants attend job readiness classes that emphasize work related behaviors such as punctuality, regular attendance, and working cooperatively. City Academy Youthbuild has formed partnerships with McGrass Construction, Sherer Brothers, Bob's Drywall, Vern Craven's Concrete, Gateway Mechanical, and Ries Electric. In the past two years, six Youthbuild participants have been offered employment opportunities in the construction trades by companies sharing Youthbuild work sites. In addition, one participant applied for his General Contractor's license.

LEADERSHIP

As advisory board members, students are involved in the actual planning and evaluation of the construction projects, including making public presentations to the city council, selecting project sites, and petitioning city offices to obtain site approval and control. Students also participate in civic, cultural, and community service activities, including yard work and shoveling walks for elderly neighbors.

HOUSING

In 1999, Youthbuild participants completed 14 new construction single family homes and rehabbed one for low income families on St. Paul's East Side.

RURAL MINNESOTA CEP, INC.
DETROIT LAKES, MN

Rural MN CEP, Inc. operates the Minnesota Youthbuild Program in collaboration with the Perham-Dent School District, Otter Tail-Wadena Community Action Council, and the Leaf River Habitat for Humanity Project. The project leveraged $148,000 of private, public, and nonprofit funds to match the $55,000 one year grant it received from the Department of Economic Security.

EDUCATION

Students work toward a high school diploma through the Perham-Dent Alternative Learning Center. They receive instruction in social studies, English, math, science, health, and computers through an individualized learning plan. Coursework is highly coordinated with the work experience component to provide opportunities for contextual learning. Students must make acceptable progress on their learning plan in order to continue in the program.

WORK EXPERIENCE

A certified construction trades instructor provides supervision, skill training, and work-based project learning to participants for an average of 15 hours per week during the school year, and 30 to 40 hours per week during the summer months. Instructional and training experiences are provided in all major phases of residential construction, including planning, site development, masonry, carpentry, mechanical trades, pipe trades, remodeling, and finishing. Participants earn minimum wage, with the opportunity for hourly bonuses based on attendance, academic progress, and adherence to safety, productivity, and teamwork values. Overall attendance rate for participants on the construction site this year was 90 percent.

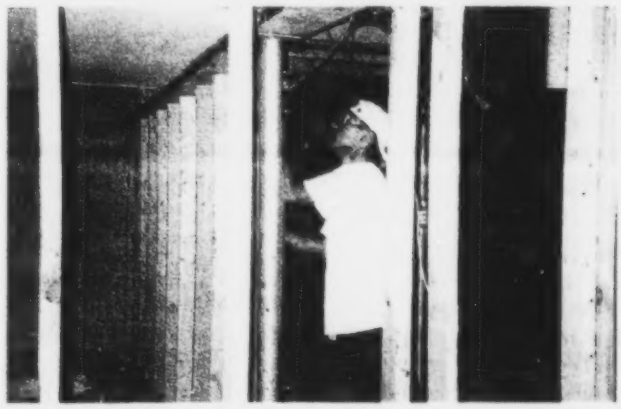
LEADERSHIP

Participants serve as crew leaders under the supervision of the construction instructor, and have responsibilities that include tracking breaks, reviewing time cards, and assigning immediate tasks to other participants. Several youth provide peer counseling in areas of worker safety and responsibity. Youth participants on the advisory committee have input into project decisions and help to evaluate program outcomes. They also represent the project at coalition meetings. Participants planned and hosted a State Youthbuild Roundtable meeting at the work site in April 1999. They also planned a field trip to Polaris Industries and Marvin Windows, combined with a day of fishing on Lake of the Woods.

HOUSING

In 1999, the Youthbuild crew worked to convert an old fairgrounds building into a Head Start, ECFE, Alternative Education and Family Services Center, which opened with the start of the school year in September. The crew also completed another Habitat for Humanity home, bringing the total of single family homes created by Perham Youthbuild to nine.

GUADALUPE ALTERNATIVE PROGRAMS
ST. PAUL, MN



Guadalupe Alternative Programs (GAP) operates the Minnesota Youthbuild Program on the West Side of St. Paul in collaboration with Project for Pride in Living. The project leveraged additional private, public, and nonprofit funds to match the $55,000 received from the Department of Economic Security.

EDUCATION

Students spend between ten and twenty hours a week in academic classes. The curriculum focuses on the acquisition of basic skills and also provides enrichment opportunities such as studio arts, physical education, and cultural activities. Youthbuild participants receive job readiness skills training in areas such as career awareness, interviewing, developing a resume, organizing a job search, and post-secondary planning. Field trips in 1999 included technical colleges and an apprenticeship training center.

WORK EXPERIENCE

A journeyman carpenter provides specific construction skills training to two crews of four youth each on the work site. Participants spend approximately fifteen hours a week in work experience training, which includes work maturity skills, safety training, teamwork development, and carpentry skills. Specific skills gained this year include framing, sheet rocking, roofing, painting, installation of doors and windows, and landscaping. During the school year, participants may earn a stipend of $100 each quarter if attendance and participation are excellent. During the summer, the "best" participants are hired and earn between $6.00 and $7.00 per hour for up to forty hours of work for ten weeks.

LEADERSHIP

Youthbuild participants are encouraged to run for GAP's Student Board; in 1999, three participants served as board members. The Student Board is involved in all levels of school governance, including mediating student disciplinary matters and hiring teachers. Also, Youthbuild participants were involved in various forms of community service, such as snow shoveling and a food drive.

HOUSING

During 1999, participants finished the total renovation of a single dwelling home in their community that was featured in the 1999 Minneapolis and St. Paul Home Tour. Currently, they are gaining experience in new construction through the development of a family center for Ramsey County that will house more than twenty women and families.

YOUTHBUILD TECH

In addition to the Youthbuild program services, the Youthbuild Tech project provides training in basic computing skills, Web site design and management, Cisco systems networking, and use of digital cameras, video equipment, and scanners to prepare participants for entry level positions as networking technicians and Web site developers. GAP collaborates with the American Red Cross, MIGIZI Communications, Inc., Media One, Cisco Systems, and Inver Hills Community College to provide the Youthbuild Tech program component.

CENTRAL MINNESOTA JOBS AND TRAINING SERVICES MONTICELLO, MN

Central MInnesota Jobs and Training Services operates the Minnesota Youthbuild program in the city of Willmar in collaboration with the Willmar Area Learning Center and West Central Minnesota Habitat for Humanity. The project leveraged approximatley $100,000 in private, public, and in-kind contributions to match the $55,000 one year grant it received from the Department of Economic Security.

EDUCATION

Academic activities are integrated with work experience, job readiness, and leadership activities. The Willmar Area Learning Center provides courses in vocational math, applied English, vocational social studies, communication, English as a second language, and work readiness. Each student participated in the School-to-Work Transition class along with the career exploration and vocational evaulation program at the Career Assessment Center. Students also participated in the shop/ classroom part of Youthbuild, which taught skills such as computer aided drafting, building estimating, understanidng building codes, and blue print reading.

WORK EXPERIENCE

A certified vocational instructor provides skill training within a classroom/ shop setting and a certified carpenter supervises participants on the work site. Participants spend two hours a day at the job site learning specific carpentry skills, including interpreting floor plans, installing siding, layout of interior and exterior walls, and installation of doors, jambs, windows, staining and varnishing interior trim, and deck and step construction. In addition, punctuality, safety, work quality, conflict resolution, and team work principles are taught and reinforced on the job. Participants are paid for both on-site work experience and shop/classroom learning.

LEADERSHIP

In the classroom and on the job site, participants are taught a set of basic goals: team work principles, awareness of local social issues, problem solving skills and civic responsibility. Over the past year, participants were involved in various projects for the City of Willmar, Prairie Woods Environmental Center, Willmar Regional Treatment Center, Willmar Public Schools, Habitat for Humanity, Heartland Community Action Agency, Historical Society, and West Central Builders Association.

HOUSING

This year, participants worked on the construction of two homes and four storage sheds for Habitat for Humanity. They also painted and repaired interior walls and designed and constructed steps and a deck for Heartland Community Action Agency.

YOUTHBUILD TECH

In addition to the Youthbuild program services, the Youthbuild Tech project provides instruction in computer aided design for six students. The project focuses on the construction trades, teaching students about the use of computers to design houses and helping them to use the Internet as resource for both construction-related and job search information.

ARROWHEAD ECONOMIC OPPORTUNITY AGENCY
VIRGINIA, MN

Arrowhead Economic Opportunity Agency, Inc. operates the Arrowhead Youthbuild Program, providing services to youth in the quad city area. Collaborative partners in the project include the Northland Educational Cooperative, Adult Basic Education Program, AEOA Housing Services, and Arrowhead Corrections. The Arrowhead Youthbuild Program leveraged approximately $90,000 in private, public, and in-kind contributions to match the $55,000 one-year grant received from the Department of Economic Security. This year, the project was also awarded a $30,000 grant to provide additional services to juvenile offenders.

EDUCATION

Arrowhead Youthbuild academic activities assist students with achieving their GED or High School Diploma. These activities combine experiential education with traditional classroom settings in order to provide the most effective learning environment for each student. In addition to the core curriculum, students attend seminars on job readiness, job search, career development, and life-coping skills. Field trips are incorporated into the work experience component to reinforce the educational activities. This year, Youthbuild participants attended the Hibbing Job Fair, the Duluth Home Builders Show, and several tours of area businesses.

WORK EXPERIENCE

A journeyman carpenter provides skills training to youth at the work sites. Participants are taught techniques in the areas of framing, sheet rocking, demolition, landscaping, siding, layout procedures, and blue print reading. Participants also "job shadow" construction trades to get a first-hand look at the field as a profession. Youth receive minimum wage upon entry into the program, but may receive merit increases based upon factors such as attendance, attitude, performance, and assumed responsibility.

LEADERSHIP

Youthbuild participants are given opportunities to develop leadership skills through work experience and academic activities. Youth who have demonstrated responsible and conscientious work habits are put in charge of specific tasks at job sites when appropriate. Lessons of accountability and quality assurance are demonstrated through inspections by the crew supervisor. Additionally, participants have been involved in outdoor challenge activities designed to build self-esteem, confidence, and leadership skills. Activities have included high-ropes courses and rock climbing.

HOUSING

In the past year, Youthbuild has continued the maintenance and renovation of a twelve-unit low-income apartment complex. Currently, youth are working to complete the roofing and interior sheet rocking on a Habitat for Humanity house. Additional projects have included working on minor home repairs for seniors who are low income and renovating the Wesley House, which provides transitional housing, mental health, and other services to the community.

PROJECT FOR PRIDE IN LIVING
MINNEAPOLIS, MN

Project for Pride in Living (PPL) operates the Minnesota Youthbuild Program in collaboration with five alternative schools in Minneapolis and St. Paul. These schools include Skills for Tomorrow, Minnesota Transitions, Heart of the Earth Survival School, Guadalupe Alternative School, and The City, Inc. The project has leveraged a 30 month $315,000 federal Youthbuild grant (approximately $120,000 a year) to supplement the $45,900 one year grant it received from the Minnesota Department of Economic Security.

EDUCATION
Students attend their respective schools for half of each day. Academic course work varies for each student, depending upon individual needs. All students are required to enroll in reading and math and must meet the graduation requirements of the Minneapolis Public Schools. Basic skills are applied to the construction industry both in the classroom and on the job site. Students are required to read blueprints for specific buildings and landscape layouts, in addition to reading safety labels and data sheets on the use of materials. Students also are required to apply math skills by using a tape measure and adding and subtracting fractions to ensure materials will fit in allotted spaces. Students are given information on post-secondary enrollment options, and field trips to Dunwoody Institute and St. Paul Technical College provide opportunities to explore further educational opportunities.

WORK EXPERIENCE
Participants are enrolled in a three hour per day work experience component supervised by a journey level carpenter. Two crews of 3 to 4 participants each gain work experience in a variety of areas relating to building renovation, including demolition, insulation, rough carpentry, sheet rocking, painting, and landscaping. In addition, participants have the opportunity to observe the work of a variety of building trades professionals including plumbers, electricians, masons, and roofers, and may shadow one of these professionals for a day.

LEADERSHIP
Students are encouraged to assume leadership roles both in school and on the job site. On the construction site, experienced Youthbuilders teach new participants how to measure, cut, and use tools. Occasionally a very experienced Youthbuilder will be given the responsibility for two or three other participants. Crew leaders are selected based on their longevity in the program, their carpentry skills and qualities of maturity and responsibility. In addition, a leadership committee composed of one youth from each school was developed this year. The committee meets every two weeks to discuss and make decisions relating to the PPL Youthbuild Programs. Participants also have opportunities to speak at legislative sessions regarding state funding of the Youthbuild Program, which enables them to see themselves as an important and integral part of making laws.

HOUSING
In 1999, participants constructed three garages, renovated a homeless shelter at St. Joe's Community Hope, and completed renovations to numerous single family homes for low income homeowners.

STEARNS-BENTON EMPLOYMENT AND TRAINING COUNCIL
ST. CLOUD, MN

The Stearns-Benton Employment & Training Council operates the Minnesota Youthbuild Program in the St. Cloud metropolitan area in collaboration with Habitat for Humanity, Friendship Ventures, St. Cloud Area Housing Coalition, YMCA, and the St. Cloud Building & Construction Trades Council. The program also coordinates projects with the MN Serv-YouthWorks*AmeriCorps Program. The project leveraged $125,000 in private, public, and non-profit funds in addition to the $50,000 received from the Minnesota Department of Economic Security.

EDUCATION

Youthbuilders attend classes through Adult Basic Education (ABE) up to eight hours per week to obtain a GED or high school diploma. Sections of the curriculum emphasize basic skills, such as measurement and calculation, in the context of carpentry. In addition, up to six hours per week are spent on an educational curriculum from the United Brotherhood of Carpenters and Joiners of America that addresses specific skills needed in the construction industry and prepares Youthbuilders for apprenticeship programs.

The youth participate in a series of assessments to assist them in understanding their values, abilities, and interests in regard to a career path. Youth attend presentations by skilled trades representatives from the St. Cloud Building & Construction Trades Council and may participate in apprenticeship programs offered through the Council. Youthbuilders also receive pre-employment and work maturity skills training and tour industrial sites throughout the year.

WORK EXPERIENCE

A journey-level carpenter supervises a crew of eight Youthbuilders as they learn job-specific skills on the work site. In addition to spending time on job tasks, Youthbuilders learn the technical skills involved in the construction project, including blueprint reading and computerized home design. Participants develop work plans and time lines for the projects and determine the materials and supplies needed for each job.

LEADERSHIP

Youthbuilders develop leadership skills daily by sharing active leadership roles within their team structure. They also attend activities such as conflict resolution training, team building challenge courses, and CPR and First Aid training. The youth reflect daily on their individual and team accomplishments, and each has the opportunity to present his or her accomplishments to the Workforce Development Council.

HOUSING

In 1999, the Youthbuild crew assisted with the renovation of a sexual assault center, a community shelter, and a transitional housing facility. They remodeled apartments for very low income families and assisted with the construction of new homes for Habitat for Humanity. They also assisted with the maintenance and repair of existing structures at a camp for individuals with disabilities. They will continue to construct new homes for Habitat for Humanity and assist with repair and maintenance at Camp Friendship and other area housing projects.

SOUTHEASTERN MINNESOTA PRIVATE INDUSTRY COUNCIL
WABASHA, MN

Southeastern Minnesota Private Industry Council (SEMNPIC) operates the Goodhue and Wabasha Counties Youthbuild program in collaboration with the Southeastern Minnesota Multi-County HRA, Wabasha County ALC, Hiawatha Education District, Goodhue County Education District, Local Carpenters Union 1382, Three Rivers Community Action, Inc., Wabasha Court Services, and Goodhue Court Services. The project leveraged $100,293 in private, public and nonprofit funds. Eighty percent of the youth in the program are involved with the court system.

EDUCATION

Each youth in the program developed an education plan with his or her parents and school, Youthbuild, and court services staff. The plan includes a short-term goal of obtaining a high school diploma or general equivalency certificate and a long-term goal related to specific career training. The program utilizes a 100% learning, 100% working model that emphasizes the SCANS skills. The method of teaching allows the youth to identify the many skills they possess and furthers their ability to transfer these skills to the school or work setting as necessary.

WORK EXPERIENCE

A licensed vocational instructor coordinates the work experience component and supervises the participants at the work site, aided by a youth counselor. The job site not only provides an environment in which the youth can see the application of the skills they are learning, but also enables the youth to gain a personal sense of self worth because their efforts improve others' living conditions. Youth receive a training stipend of $5.25 per hour and may also receive up to $300 in bonuses and scholarships based on performance and attendance. Students earn credit toward high school graduation for the time spent on the job sites.

LEADERSHIP

The program provides opportunities for leadership and teamwork skills development through training, field experiences, service learning, and mentorship opportunities. In 1999, the youth's first leadership activity was a high-ropes team-building obstacle course. The youth also developed an activity that centered around the "Circle of Learning" process. This process fully engages the youth to take a leadership role in identifying a community need and doing something to address it. The Youthbuild team also develops and implements rules, policies and procedures for their work site. They learn the skills necessary to become valued employees who can assume leadership roles.

HOUSING

During 1999, Youthbuilders renovated a house and built a garage on a property that was sold to a low-income family. By the end of this program year, two more homes will be renovated and several garages built for low-income families in Wabasha and Goodhue counties.

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YOUTHBUILD PARTICIPANT CHARACTERISTICS and OUTCOMES

Total Number of Participants 399

Gender

Male	75%
Female	25%

Age

16-17	55%
18-19	31%
20-24	14%

Race/Ethnicity

African American	32%
Native American	9%
Hispanic	11%
Asian American	4%
White	44%

At-Risk Indicators

Left School or Expelled	90%
Adult or Juvenile Offender	67%
Pregnant or Parenting Teen	21%
Recovering Chemically Dependent	32%
Emotionally/Behaviorally or Learning Disabled	45%
Foster Child	3%
Homeless	7%
Receiving Public Assistance	48%
Economically Disadvantaged	95%

Program Outcomes

Successfully Completed the Youthbuild Program	70%
Completed High School or Obtained GED	70%
Enrolled in Post-Secondary Institution or Vo-Tech	27%
Entered Employment	45%
Entered the Building Trades Profession or Related Field	15%
Average Wage of Unsubsidized Employment	$8.20
Average Attendance Rate of Participants	85%

Housing Outcomes

Total Number of Units Constructed or Renovated	530
Total Number of Low Income Homeowners or Tenants Affected	2,074
Total Number of Homeless Tenants Housed	280

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Upon request, this report is available in alternate formats such as audio, braille or computer disk.

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